

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House  
(317) 232-9855

**FISCAL IMPACT STATEMENT**

**LS 6278**

**BILL NUMBER:** HB 1249

**DATE PREPARED:** Nov 13, 1998

**BILL AMENDED:**

**SUBJECT:** Meet and confer bargaining.

**FISCAL ANALYST:** Alan Gossard

**PHONE NUMBER:** 233-3546

**FUNDS AFFECTED:**      **GENERAL  
DEDICATED  
FEDERAL**

**IMPACT:** Local

**Summary of Legislation:** This bill requires a unit (a city, town, township, or county) to meet and confer with the recognized representative of the unit's public safety employees concerning wages, hours of employment, and other conditions of employment. The bill exempts units with a population of less than 5,000. It also provides that a public safety employee may not engage in a strike. The bill provides that an agreement between an employer and an employee organization may not require a unit to engage in deficit financing. The bill also provides that an agent designated by a unit to meet and confer with an employee representative is not a governing body for open door law purposes.

**Effective Date:** July 1, 1999.

**Explanation of State Expenditures:**

**Explanation of State Revenues:**

**Explanation of Local Expenditures:** This bill does require certain local governing bodies to meet and confer in good faith with employee organizations at reasonable times to discuss issues and proposals regarding wages, hours of employment, and other conditions and terms of employment. This implies some additional workload on local government employers.

This bill also prohibits strikes by public safety employees. The impact of this provision would depend upon the number of strikes that might have occurred and the influence strikes would have on final settlements. Provisions of the bill also include the following: (a) An employee is subject to discharge if the employee participates in a strike and (b) An employer may not pay an employee for days the employee was engaged in a strike.

**Explanation of Local Revenues:**

**State Agencies Affected:**

**Local Agencies Affected:** Local Governmental Units

**Information Sources:**